



County of Siskiyou Vacancy Data to Comply with AB 2561

Purpose:

Effective January 1, 2025, AB 2561 added a new requirement for all public agencies in California to hold a public hearing at least once per fiscal year to present its status on job vacancies and its efforts to recruit and retain employees. In alignment with new compliance requirements, Siskiyou County conducted a point-in-time analysis of vacancy rates across all bargaining units for the month of August 2025.

Compliance with Assembly Bill 2561

State of California Government Code Section 3502.3

In compliance with Assembly Bill 2561, Siskiyou County will conduct annual public hearings prior to the adoption of the fiscal year budget. These hearings will include reporting on:

- Job vacancies
- Recruitment strategies
- Employee retention efforts

Additional Reporting for High Vacancy Units

If the vacancy rate within a bargaining unit exceeds 20%, and upon request by the recognized employee organization, the County's report will also include the following information for that unit:

- Total number of job vacancies
- Total number of applicants for those vacancies
- Average number of days from job posting to final hire
- Identified opportunities to improve compensation and other working conditions

Current Review Period Findings

During the current review period, vacancy rates vary across units but show staffing challenges in most bargaining groups. Units such as the Professional Unit, Deputy Sheriffs' Association, and Probation and Juvenile Peace Officers' Association demonstrate especially high vacancy rates. In contrast, the Sheriffs' Management Unit has maintained nearly full staffing throughout the period.

Total aggregate vacancy rate = 24%

The County did not identify any necessary changes to existing policies, procedures, or recruitment activities that may have contributed to barriers in the hiring process.

County of Siskiyou Vacancy Rates
Presented By Bargaining Unit for August 2025

Bargaining Unit	Allocated	Filled	Vacant	Vacancy Rate
Organized Employees of Siskiyou County - Management	112	98	14	13%
Organized Employees of Siskiyou County - Professional	198	130	68	34%
Organized Employees of Siskiyou County -Miscellaneous	754	568	186	25%
Operating Engineers Local Union No. 3	172	142	30	17%
Deputy Sherriffs' Association	174	138	36	21%
Sheriffs' Management Unit	12	12	0	0%
Probation and Juvenile Peace Officers' Association	44	30	14	32%
Total County of Siskiyou Vacancy Rates	1466	1118	348	24%

The County continues to implement and explore the following measures:

- Recruitment Efforts
 - Post job openings across multiple recruitment platforms
 - Utilize specialized job boards
 - Participate in job fairs
 - Continue evaluating recruitment timelines
- Career Development & Internal Mobility
 - Enhance training and development programs
 - Support employees in obtaining professional certifications
 - Promote tuition reimbursement
 - Encourage and facilitate internal career advancement
- Workplace Culture & Engagement
 - Foster open and transparent communication
 - Provide regular, constructive feedback to employees
 - Maintain programs such as the Employee Excellence Award
 - Continue honoring long-term service through 20-Year Retiree Programs
- Employee Wellness Programs
 - Continue offering access to Employee Assistance Programs (EAPs)
 - Support work-life balance through flexible scheduling options

